

Welcome!

Double click on a sticky note to add your thoughts

One thing you remember from our last session.

Addressing the perspectives of participants regarding protests and police response to them.

Good discussion

Data discussion

How we haven't agreed upon how we will center equity in this group

Discussion on priorities

Ended with authentic dialogue

Hi all learned about being focused on what community means.

What are the rights of victims/survivors of police violence

Would having more than one LEO on a call change the response?

How are we going to ensure that the gross misconduct that happened in the Antonio Arnes case does not continue to happen?

Implicit Bias.

Next steps to developing a plan

Use of Force

Scope of problems and suggestions

Testing

recruitment

The lack of awareness of how laws impact law enforcement.

Need for training in Force Science.

The clear double standard between how right wing groups are treated as protests vs left wing groups.

Unequal application of public gatherings (TBP event)

Difference in treatment between right leaning protesters and those advocating for Black Lives.

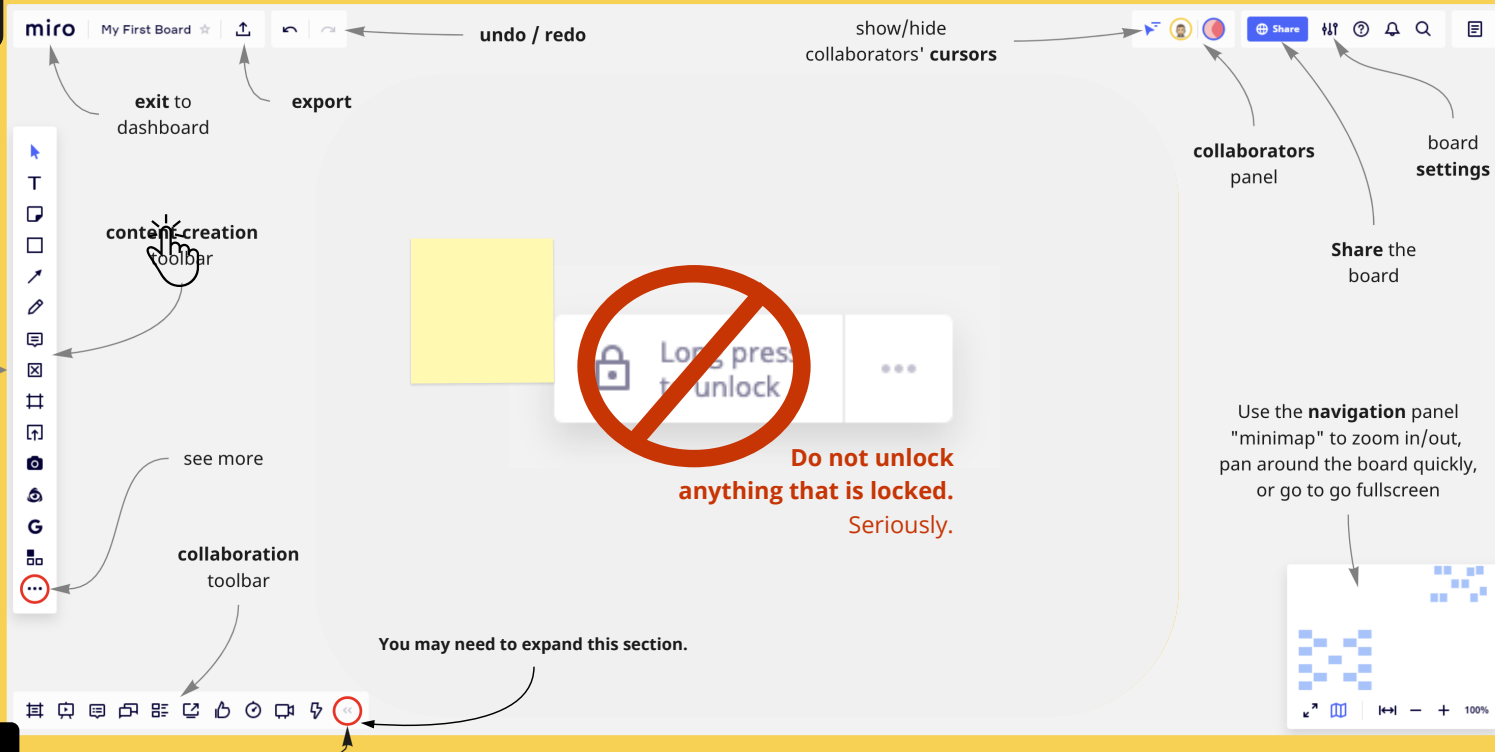
Something you've learned since last session you would want to share.

Click on Miro link in Zoom Chat to view the session board



1

4



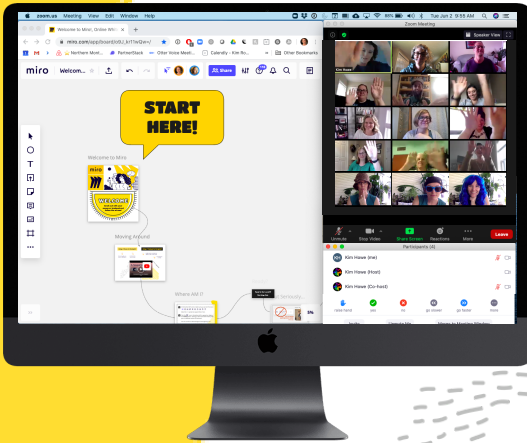
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You may need to expand this section.

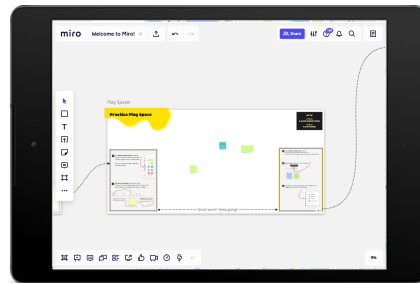
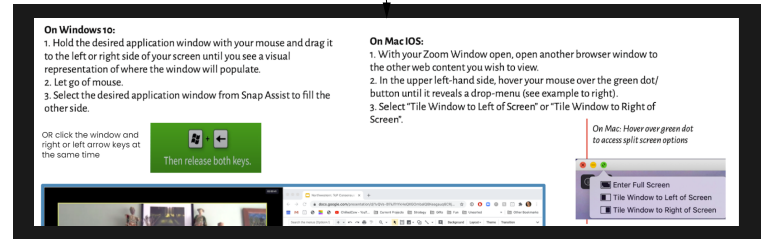
Reminder: Screen Set up Options

Please join with a large screen device, such as a desktop, laptop, or tablet. We will use Zoom for video, audio, and hand raising, so if you have a smaller screen or tablet, you may want to join Zoom on your phone to maximize space.



Single Screen (Desktop or Laptop)

- Log into Zoom, then open Miro in your browser.
- In Zoom, choose the video layout you prefer.
- Pop out your participant panel in Zoom so you can use "raise hand" feature easily.
- Layout these 3 windows however you like.
- To lock zoom or your browser to either side of the screen, use the *Windows + Arrow* keys shortcut.



Download the
Miro app!



Two Portable Devices

Log into Zoom on your phone
and Miro on your tablet.



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A photograph of the Tempe Mill Avenue Bridge at sunset. The bridge is a multi-arched concrete structure spanning a river. In the background, there are modern buildings, including a large circular one with a glass facade. The sky is a mix of orange, yellow, and purple.

Corey D. Woods
Mayor

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Public Comment

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Rosa Inchausti

Director, Strategic Management & Diversity Office

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Tuckman's Model on Group Stages

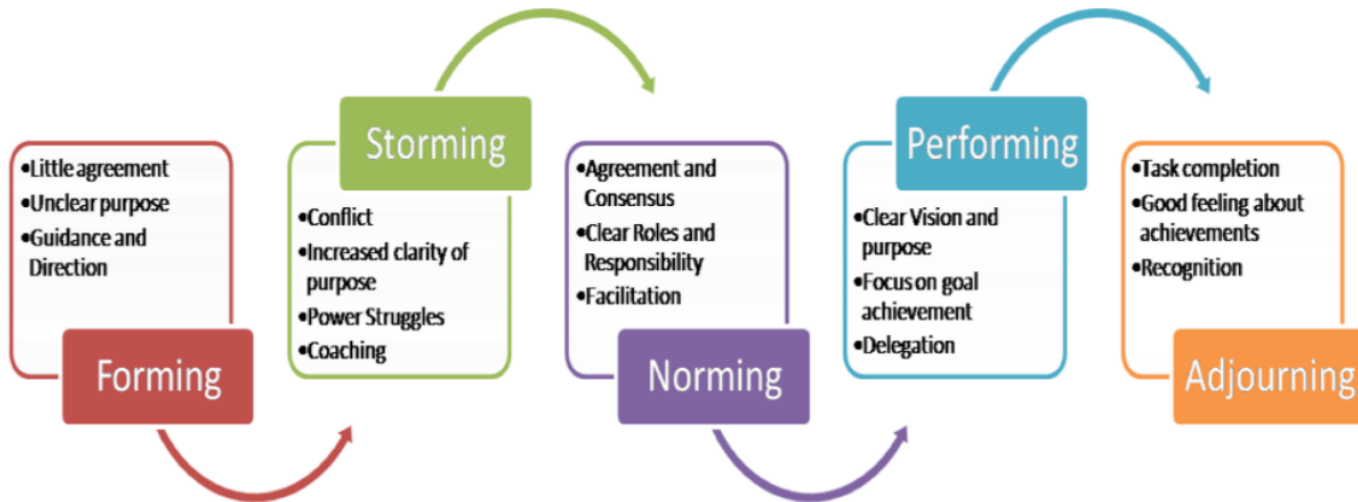


Fig 2: Team Development stages

Source: Okpalad, based on Tuckman and Jensen (1977)

Today's Process

- Case Overview with Jonae
 - 30 minutes
- Individual
 - 10 minutes
- 3 Break-out Rooms
 - 50 minutes
 - Facilitated by Rosa, Jonae, Wydale
 - Scribes assigned
 - Concentrate on ideas
- Large Group - consensus
 - 40 minutes
 - Facilitated by Wydale
 - Themes/Buckets/Groupings >>>> Action
- Today's Results = FRAMEWORK

Strategic Plan Recommendations Example

[Use only for Illustrative Purpose]

Police Service Model

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2. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.
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4. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Mental Health, Care7, Victim Services, Engagement with Vulnerable Populations

1. Increase partnership with CARE7 for calls involving mental health
2. Shift funding for expanded Human Services programs and services re: Mental Health
3. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur.
4. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Policies, Laws and Accountability

1. COT Personnel
 - a. Discipline policies changes
2. Advocate for state law advocacy for change
 - a. ARS ...
3. PD General Orders
 - a. Changes ...
4. MOU
 - a. Terms of agreement ...
5. Accountability Flow Chart
 - a. Policy for use of Citizen Review Panel
 - b. Criteria for non-optional use
6. Administrative Investigations
 - a. Change Composition of investigating team
 - b. Include non-PD personnel

Data Analytics, Performance Measures

1. Develop PM recommended by task force
2. Create Use of Force story map to give context to data
3. Track demographics data
4. Publish data dashboards
5. Capture recruitment demographics data to inform recruitment strategies

Recruitment, Training, Training Budget and DEI

1. Examine DEI training
2. Create recruitment strategies to increase diverse applicant pool
3. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur.
4. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Communications

1. Create proactive incident communication SOP and timeline targets (Crisis Communication Plan)
2. Online police citizen academy
3. Public relations position
4. Engage earlier
5. Create proactive incident communication SOP and timeline targets
6. Duis ute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur.
7. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

"Other Theme"

1. Asuis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur.
2. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

"Other Bucket"

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2. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.
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4. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

To do this:

November 10, 2020

**- 1 -
Neutral
Space**

**- 2 -
Shared
Agreement**



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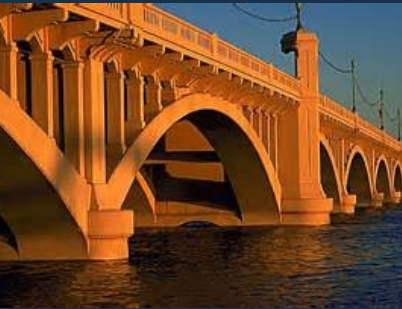
Jonae Harrison

Equity and Inclusion Manager

Strategic Management & Diversity Office

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Case Review



What can we learn from looking at one case that can illuminate systemic failings, and inform our planning.

Be listening for and take notes:

- What questions does this case bring up?
- What reactions from this case create ideas?
- What possibilities might we explore?
- What can we learn from this case that informs our planning?

To do this:

Shared Agreements

"Want to ensure that we feel safe to express our ideas. People need to be free to share ideas, even those that might not be popular, so that we can speak about them in a way that makes sense for going forward. --- 10/28/20, Task Force Member

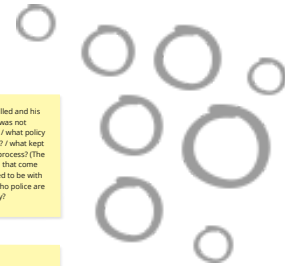
- Speak from your place of comfort while encouraging others to do the same
- Engage with the intent of understanding (does not mean agreement)
- Respect the group and individuals -- be mindful of air time; approach as a conversation with respect
- Giving grace - expect the best from your colleagues
- Stay focused on the work at hand (purpose)

What's missing?

Notable Failures

- Should never have fired weapon
- Bare minimum training on de-escalation and exposure/scenario
- Lack of unified, citywide process for officer wellness
- Inaccuracy of original community communication
- Timely notification

Clarifying Questions Pad



Who performs the mental health checks? (What companies?)

What are the mental health requirements for officers?

What 'red flags' are looked for to determine when an officer should not be on the streets? (ie PTSD, abusive record as examples)

What data does the PD review for their officers to determine their 'fit for duty' and how is that reviewed - hopefully by more than one person.

Why is he getting a pension?

How many hours before Antonio was killed and his mom was notified? / Once Antonio was not responsive, why was he still handcuffed? / what policy changes if any were implemented after? / what kept council members silent throughout this process? (The open investigation excuse, where does that come from?) / why was the attorney not allowed to be with the parents when viewing footage even tho police are allowed to have their attorney?

I would like clarification on the current city policy and process regarding disciplinary actions when negligence has been determined - most importantly, loss of life.

Who chooses the Citizen Review Panel? What training do they have?

Why do we treat witnesses as suspects? All of the witnesses in this case were detained unnecessarily for hours.

How much medical training do Officers receive? Is there a requirement or was there an order for EMS to stage until the scene was secure? Would having two Officers in a vehicle have allowed one Officer to take a less lethal stance?

his arms were cuffed behind him when doing chest compressions?

What de-escalation and diversity training to PD's receive and how often do they have to renew/attend?

This case can still be rectified. Can the officer be charged and removed of his \$35000 a year pension

What is the physical requirement to be a Tempe Police Officer

How much time between time he was shot / on ground and when first aid was provided ?

What does the Tempe PD Training call for in this type of situation?

Does the police department train to shoot at a fleeing suspect?

Why weren't his parents notified immediately after it was determined that he was a minor?

Why did PD confiscate witness phones if there was nothing to hide?

If there is a consensus agreement that "this never should have happened" why was the officer relieved from any and all forms of accountability to date?

Can we correct this and call it a toy gun or pellet gun? A handgun is a very different thing than an airsoft toy.

What are the "basic" training requirements?

Are officers trained to shoot to kill?

Are officers allowed to turn off their audio on their body cams while on a call?

Why did the government release the footage to the media prior to releasing it to the family?

Do officers receive training on identifying non-lethal and not dangerous toys, like the airsoft toy, which are marked by bright orange neon attachments to the toy? (As seen in the photo?) And have been for 30 years.

He was murdered by your police force while his mother was looking for him...

How is "Reasonable Belief" Defined?

not only is this minor already fleeing and not a threat.. but 1.5 seconds between shots..

Why are officers allowed to remain on the force with known mental instabilities/PTSD?

Despite guilt being found the officer received no consequences and early retirement approved by the city government...He was rewarded for his gross negligence.

Is guilt with no consequences the standard of this Police Department?

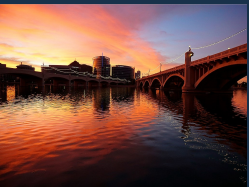
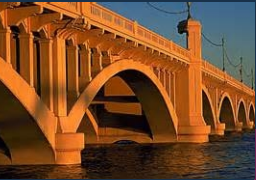
Why was he protected and allowed to go on FMLA prior to participating in the investigation?

What consequences does the officer face for this wrong doing and harm he caused to the family and community?

What other results/ramifications were considered for the officer, and why is this result the right one?

How many hours are officers' shifts? How many days in a row do they work? Is that workload conducive to good decision making in stressful situations?

Add questions of clarity here. If they are not addressed today, they will be addressed in a future communication.



Session Break



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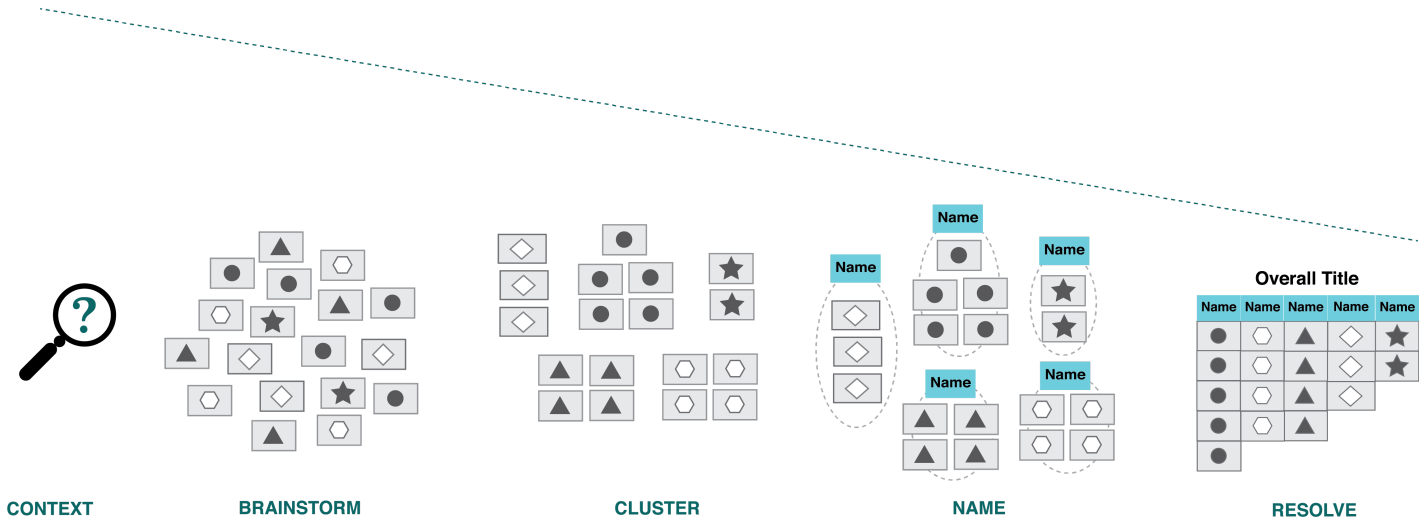
Wydale K. Holmes

Strategic Management & Diversity Office

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What can we learn from looking at this case that should inform our planning?



- Context
- Individual Brainstorm
- Small Group Discussion
- Full Group Discussion
- Closing Resolve



What can we learn from this case that should inform our planning?

What are key insights?
What themes do we need
to address? Possible
ideas for us to explore?

:10 MINUTES

Refer to your notes from the case review.
Use paper and pen or open a document on your computer.
Brainstorm 10 answers, then star your top 3 ideas.



What can we learn from this case that should inform our planning?

Find your team and workspace

- In a moment, you will move into breakout rooms.
- Find your room number at the top of your screen in Zoom and then move to the corresponding workspace.

Share and select your ideas

- Each person share your top 3 items.
- As a group, agree on a total of 7-9 ideas.
- Write each idea on a separate sticky note, summarizing each idea in 3-7 words.
- Decide which 2-3 ideas are easiest to understand and choose one person from your group to bring these 3 ideas to the space for group discussion.

7 -9 ideas

1 idea per
note

LIMIT TO
3-7 words

Break-Out Rooms

Room 1

Keisha Acton
Dr. Robbie Adler-Tapia
Judi Baumann
Pam Goronkin
Jacob Moore
Michael Soto
Genevieve Vega
Janelle Wood
Corey Woods

Facilitator:
Wydale Holmes

Miro & Public Records
Scribe:
Alisa Oyler

Room 2

David Carey
Arlene Chin
Andrew Ching
Melody Elkin
Hassan Ellsaad
Dr. Raquel Gutierrez
Viri Hernandez
Randy Keating
Jon Mulford
Rabbi Dean Shapiro

Facilitator:
Jonae Harrison

Miro & Public Records
Scribe:
Nikki Ripley

Room 3

Alana Chavez Langdon
Suzanne Durkin-Bighorn
Patti Hibbeler
Lauren Kuby
Dr. Shereen Lerner
Randy Perez
Jacob Raiford
Sue Ringler
Roy Tatem

Facilitator:
Rosa Inchausti

Miro & Public Records
Scribe:
Brianne Fisher

INSTRUCTIONS

5 min Quick introductions.

Round 1

10 min Each individual verbally share one idea from their personal brainstorm. *What thing I learned was ...* and now I hand over to ...

Round 2

10 min Each individual verbally share a different idea than something we haven't heard yet. *What thing I learned was ...* and now I hand over to ...

Remaining

10 min Anyone who has a different idea that has not yet been heard, feel free to share.

20 min Come together around 7-9 ideas that should inform our planning. Summarize the idea in 3-7 words

Family and victim advocate that has independent power from the police protocol

Training 911 / dispatch in triage and decision making

Not criminalizing the community members who advocating for families

having a victim advocacy center similar to other cities

More engagement with the citizens review board in use of force cases

Statewide independent review body to work in conjunction with a community body

Look at the shooting protocols: Shift from shoot to kill to shoot to injure.

Training: shifting mindset from Warrior to Guardian

Checking on the mental health of the officers who may not be prepared to be back out on the street

Humanity and dignity that all members of the community need to be afforded (officers and community members)

Miro scribe: Please move the 4 clearest ideas to understand session board. The rest will be collected in the second round

Room 2

What can we learn from this case that should inform our planning?



Please
around
9 key t

INSTRUCTIONS

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1 idea per
note

LIMIT TO
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physical and
mental fitness

Room 3

INSTRUCTIONS

5 min Quick introductions.

Round 1
10 min Each individual verbally share one idea from their personal brainstorm. *What thing I learned was ...* and now I hand over to ...

Round 2
 10 min Each individual verbally share a different idea than something we haven't heard yet. *What thing I learned was ...* and now I hand over to ...

Remaining
10 min Anyone who has a different idea that has not yet been heard, feel free to share.

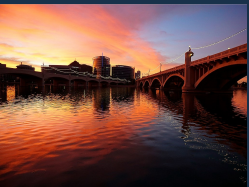
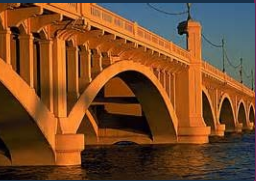
20 min Come together around 7-9 ideas that should inform our planning. Summarize the idea in 3-7 words

- 7 -9 ideas
- 1 idea per note
- LIMIT TO 3-7 words

Policy regarding calling for back up	Policy for properly ID officer on scene	Relationship building w neighborhood, schools and community
Training and accountability on de-escalation and use of force (pursuing suspect in alley)	Family engagement protocols	Leveraging technology for improving communication, BWC and violent situations
	Streamlined and trusted crisis response communication	Officers fit for duty policy

Please come together around and scribe 7-9 key themes for your group

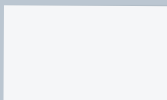
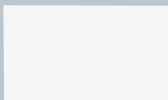
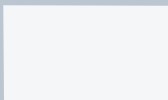
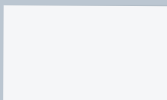
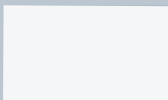
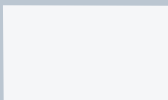
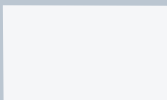
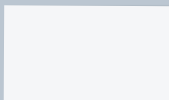
Miro scribe: Please move the 4 clearest ideas to understand session board. The rest will be collected in the second round



Session Break



Lesson's learned that should inform our planning include.....



_____Add your team's 4 ideas below this line _____



What is key address when we create our vision?

-



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Rosa Inchausti

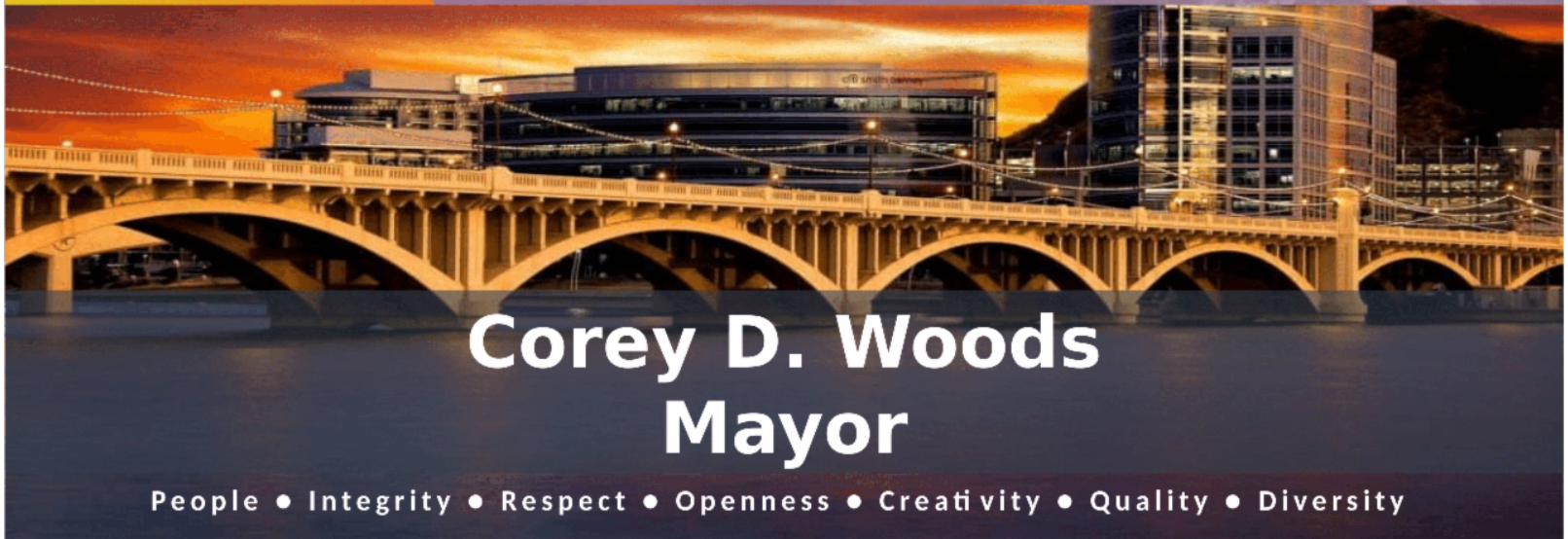
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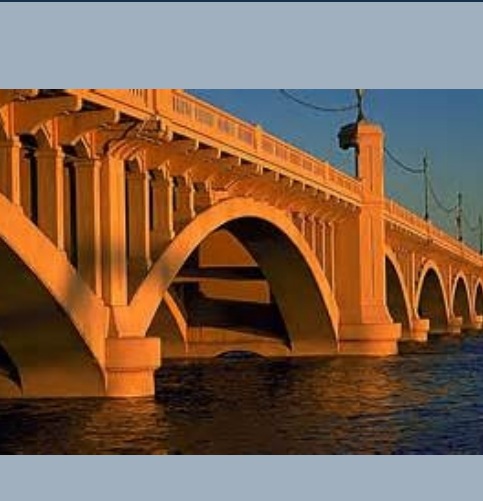
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Corey D. Woods
Mayor

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Session 3



What can we learn from
this case that
should inform our planning?

Next meeting
December 2



Tempe

**PUBLIC SAFETY ADVISORY
TASK FORCE**

November 10, 2020

